

DesJarlais
Deutch
Diaz-Balart
Dingell
Doggett
Donalds
Doyle, Michael
F.
Dunn
Ellzey
Emmer
Escobar
Eshoo
Estes
Fallon
Feenstra
Ferguson
Fischbach
Fitzgerald
Fitzpatrick
Fleischmann
Fletcher
Fortenberry
Foster
Foxy
Frankel, Lois
Franklin, C.
Scott
Fulcher
Gallagher
Gallo
Garamendi
Garbarino
Garcia (CA)
Garcia (TX)
Gibbs
Gimenez
Gohmert
Golden
Gomez
Gonzales, Tony
Gonzalez (OH)
Gonzalez,
Vicente
Good (VA)
Gooden (TX)
Gosar
Gottheimer
Granger
Graves (LA)
Graves (MO)
Green (TN)
Griffith
Grothman
Guest
Guthrie
Hagedorn
Harder (CA)
Harris
Harshbarger
Hartzler
Hayes
Hern
Herrell
Herrera Beutler
Hice (GA)
Higgins (LA)
Higgins (NY)
Hill
Himes
Hinson
Hollingsworth
Horsford
Houlahan
Hoyer
Hudson
Huizenga
Issa
Jackson
Jackson Lee
Jacobs (NY)
Jeffries
Johnson (LA)
Johnson (OH)
Johnson (SD)
Johnson (TX)
Jones
Jordan
Joyce (OH)
Joyce (PA)
Kahale
Kaptur
Katko
Keating
Keller
Kelly (IL)
Kelly (MS)
Kelly (PA)
Khanna

Kildee
Kilmer
Kim (CA)
Kim (NJ)
Kind
Kinzinger
Kirkpatrick
Krishnamoorthi
Kuster
Kustoff
LaHood
LaMalfa
Lamb
Lamborn
Langevin
Larsen (WA)
Larson (CT)
Latta
LaTurner
Lawrence
Lawson (FL)
Lee (NV)
Leger Fernandez
Letlow
Levin (CA)
Lieu
Lofgren
Long
Loudermilk
Lucas
Luetkemeyer
Luria
Lynch
Mace
Malinowski
Malliotakis
Maloney,
Carolyn B.
Maloney, Sean
Mann
Manning
Mast
Matsui
McBath
McCarthy
McCaul
McClain
McClintock
McEachin
McHenry
McKinley
McNerney
Meeks
Meijer
Meng
Meuser
Mfume
Miller (IL)
Miller (WV)
Moolenaar
Mooney
Moore (AL)
Moore (UT)
Moore (WI)
Morelle
Moulton
Mrvan
Mullin
Murphy (FL)
Murphy (NC)
Nadler
Napolitano
Neal
Neguse
Nehls
Newhouse
Norcross
Norman
Nunes
O'Halleran
Oberholte
Owens
Palazzo
Pallone
Palmer
Panetta
Pappas
Pascarell
Payne
Pence
Perlmutter
Perry
Peters
Pfluger
Phillips
Pingree
Porter
Posey
Price (NC)

Quigley
Raskin
Reed
Reschenthaler
Rice (NY)
Rice (SC)
Rodgers (WA)
Rogers (AL)
Rogers (KY)
Rose
Ross
Rouzer
Roy
Roybal-Allard
Ruiz
Ruppersberger
Rush
Rutherford
Ryan
Salazar
Sánchez
Sarbanes
Scalise
Scanlon
Schakowsky
Schiff
Schneider
Schrader
Schrier
Schweikert
Scott (VA)
Scott, Austin
Scott, David
Sessions
Sewell
Sherman
Sherrill
Sires
Slotkin
Smith (MO)
Smith (NE)
Smith (NJ)
Smucker
Soto
Spanberger
Spartz
Speier
Stanton
Stauber
Steel
Stefanik
Steil
Steube
Stevens
Stewart
Strickland
Suozi
Swalwell
Taylor
Tenney
Thompson (CA)
Thompson (MS)
Thompson (PA)
Tiffany
Timmons
Titus
Tonko
Torres (CA)
Trahan
Trone
Turner
Underwood
Upton
Valadao
Van Drew
Van Duyne
Vargas
Veasey
Velázquez
Wagner
Walberg
Walorski
Waltz
Wasserman
Schultz
Watson Coleman
Weber (TX)
Webster (FL)
Welch
Wenstrup
Westernman
Wexton
Wild
Williams (GA)
Williams (TX)
Wilson (FL)

Wilson (SC)
Wittman
Biggs
Bowman
Buck
Bush
Clarke (NY)
DeLauro
DeSaulnier
Espallat
Evans
Gaetz
Garcia (IL)
Green, Al (TX)

Womack
Yarmuth
NAYS—35
Greene (GA)
Grijalva
Huffman
Jacobs (CA)
Jayapal
Johnson (GA)
Lee (CA)
Levin (MI)
Lowenthal
Massie
McCollum
McGovern

Young
Zeldin
Newman
Ocasio-Cortez
Omar
Pocan
Pressley
Rosendale
Smith (WA)
Stansbury
Takano
Tlaib
Waters

[Roll No. 355]

YEAS—382

Adams
Aderholt
Aguilar
Allen
Allred
Amodei
Armstrong
Arrington
Auchincloss
Axne
Babin
Bacon
Baird
Balderson
Banks
Barr
Barragán
Bass
Beatty
Bentz
Bera
Bergman
Beyer
Bice (OK)
Biggs
Bilirakis
Bishop (GA)
Bishop (NC)
Blumenauer
Blunt Rochester
Boebert
Bonamici
Bost
Bourdeaux
Boyle, Brendan
F.
Brooks
Brown
Brownley
Buchanan
Buck
Bucshon
Budd
Burchett
Burgess
Bustos
Butterfield
Calvert
Cammack
Carbajal
Cárdenas
Carl
Carson
Carter (GA)
Carter (LA)
Carter (TX)
Cartwright
Case
Casten
Castor (FL)
Cawthorn
Chabot
Cheney
Cicilline
Clark (MA)
Cleaver
Cline
Cloud
Clyburn
Clyde
Cole
Comer
Connolly
Cooper
Correa
Costa
Courtney
Craig
Crawford
Crenshaw
Crist
Crow
Cuellar
Curtis
Davids (KS)
Davidson
Davis, Rodney
Dean
DeFazio
DeBene
Delgado
Demings
DesJarlais
Deutch
Diaz-Balart
Dingell

Doggett
Donalds
Duncan
Dunn
Ellzey
Emmer
Escobar
Eshoo
Espallat
Estes
Fallon
Feenstra
Ferguson
Fischbach
Fitzgerald
Fitzpatrick
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Garcia (TX)
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Gohmert
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Graves (MO)
Green (TN)
Green, Al (TX)
Greene (GA)
Griffith
Grothman
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Guthrie
Hagedorn
Harder (CA)
Harris
Harshbarger
Hartzler
Hayes
Hern
Herrell
Herrera Beutler
Hice (GA)
Higgins (LA)
Higgins (NY)
Hill
Himes
Hinson
Hollingsworth
Horsford
Houlahan
Hoyer
Hudson
Huizenga
Issa
Jackson
Jackson Lee
Jacobs (NY)
Jeffries
Johnson (LA)
Johnson (OH)
Johnson (SD)
Johnson (TX)
Jones
Jordan
Joyce (OH)
Joyce (PA)
Kahale
Kaptur
Katko
Keating
Keller
Kelly (MS)
Kelly (PA)
Khanna

Kildee
Kilmer
Kim (CA)
Kim (NJ)
Kind
Kinzinger
Kirkpatrick
Krishnamoorthi
Kuster
Kustoff
LaHood
LaMalfa
Lamb
Lamborn
Langevin
Larsen (WA)
Larson (CT)
Latta
LaTurner
Lawrence
Lawson (FL)
Lee (NV)
Leger Fernandez
Letlow
Levin (CA)
Lieu
Lofgren
Long
Loudermilk
Lucas
Luetkemeyer
Luria
Lynch
Mace
Malinowski
Malliotakis
Maloney,
Carolyn B.
Maloney, Sean
Mann
Manning
Mast
Matsui
McBath
McCarthy
McCaul
McClain
McClintock
McEachin
McHenry
McKinley
McNerney
Meeks
Meijer
Meuser
Mfume
Miller (IL)
Miller (WV)
Miller-Meeks
Moolenaar
Mooney
Moore (AL)
Moore (UT)
Morelle
Moulton
Mrvan
Mullin
Murphy (FL)
Napolitano
Neal
Neguse
Nehls
Newhouse
Newman
Norcross
Norman
Nunes
O'Halleran
Oberholte
Owens
Palazzo
Pallone
Palmer
Panetta
Pappas
Pascarell
Pence
Perlmutter
Perry
Peters
Pfluger
Phillips
Posey
Price (NC)
Quigley
Raskin

ANSWERED “PRESENT”—4

Cohen
DeFazio

Duncan
Torres (NY)

NOT VOTING—5

Castor (FL)
Lesko

Miller-Meeks
Simpson
Vela

□ 1614

Messrs. GRIJALVA, ESPAILLAT, and GREEN of Texas changed their vote from “yea” to “nay.”

Mr. HERN changed his vote from “nay” to “yea.”

Ms. MCCOLLUM changed her vote from “present” to “nay.”

Mr. COHEN changed his vote from “yea” to “present.”

So (two-thirds being in the affirmative) the rules were suspended and the bill was passed.

The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

MEMBERS RECORDED PURSUANT TO HOUSE

RESOLUTION 8, 117TH CONGRESS

Axne
(Spanberger)
Bowman (Tlaib)
Cárdenas
(Gomez)
Doggett (Raskin)
Frankel, Lois
(Clark (MA))
Gaetz (Greene
(GA))
Gonzalez,
Vicente
(Gomez)

Hagedorn (Carl)
Kirkpatrick
(Stanton)
Lawson (FL)
(Evans)
Meng (Jeffries)
Payne (Pallone)
Pingree (Kuster)
Rush
(Underwood)
Sires (Pallone)
Speier (Scanlon)

Steube
(Franklin, C.
Scott)
Strickland
(Jeffries)
Swalwell
(Gomez)
Trone (Connolly)
Wilson (FL)
(Hayes)

EXPRESSING SOLIDARITY WITH CUBAN CITIZENS FOR FUNDAMENTAL FREEDOMS

The SPEAKER pro tempore (Mr. TONKO). Pursuant to clause 8 of rule XX, the unfinished business is the vote on the motion to suspend the rules and agree to the resolution (H. Res. 760) expressing solidarity with Cuban citizens demonstrating peacefully for fundamental freedoms, condemning the Cuban regime's acts of repression, and calling for the immediate release of arbitrarily detained Cuban citizens, on which the yeas and nays were ordered.

The Clerk read the title of the resolution.

The SPEAKER pro tempore. The question is on the motion offered by the gentleman from Florida (Mr. DEUTCH) that the House suspend the rules and agree to the resolution.

The vote was taken by electronic device, and there were—yeas 382, nays 40, answered “present” 4, not voting 5, as follows:

Reed	Sherman	Torres (CA)
Reschenthaler	Sherrill	Torres (NY)
Rice (NY)	Sires	Trahan
Rice (SC)	Slotkin	Trone
Rodgers (WA)	Smith (MO)	Turner
Rogers (AL)	Smith (NE)	Underwood
Rogers (KY)	Smith (NJ)	Upton
Rose	Smith (WA)	Valadao
Rosendale	Smucker	Van Drew
Ross	Soto	Van Dуйne
Rouzer	Spanberger	Vargas
Roy	Spartz	Veasey
Roybal-Allard	Speier	Wagner
Ruiz	Stanton	Walberg
Ruppersberger	Stauber	Walorski
Rutherford	Steel	Waltz
Ryan	Stefanik	Wasserman
Salazar	Steil	Schultz
Sánchez	Steube	Watson Coleman
Sarbanes	Stevens	Weber (TX)
Scalise	Stewart	Webster (FL)
Scanlon	Strickland	Wenstrup
Schakowsky	Suozzi	Westerman
Schiff	Swalwell	Wexton
Schneider	Taylor	Wild
Schrader	Tenney	Williams (GA)
Schrier	Thompson (CA)	Williams (TX)
Schweikert	Thompson (MS)	Wilson (FL)
Scott (VA)	Thompson (PA)	Wilson (SC)
Scott, Austin	Tiffany	Wittman
Scott, David	Timmons	Womack
Sessions	Titus	Young
Sewell	Tonko	Zeldin

NAYS—40

Bowman	Jacobs (CA)	Payne
Bush	Jayapal	Pingree
Chu	Johnson (GA)	Pocan
Clarke (NY)	Kelly (IL)	Porter
Davis, Danny K.	Lee (CA)	Pressley
DeGette	Levin (MI)	Rush
DeLauro	Lowenthal	Stansbury
DeSaulnier	McCollum	Takano
Doyle, Michael	McGovern	Tlaib
F.	Meng	Velázquez
Evans	Moore (WI)	Waters
Garcia (IL)	Nadler	Welch
Grijalva	Ocasio-Cortez	Yarmuth
Huffman	Omar	

ANSWERED “PRESENT”—4

Castro (TX)	Gomez
Cohen	Massie

NOT VOTING—5

Brady	Murphy (NC)	Vela
Lesko	Simpson	

□ 1634

So (two-thirds being in the affirmative) the rules were suspended and the resolution was agreed to.

The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

MEMBERS RECORDED PURSUANT TO HOUSE RESOLUTION 8, 117TH CONGRESS

Axne	Hagedorn (Carl)	Steube
(Spanberger)	Kirkpatrick	(Franklin, C.
Bowman (Tlaib)	(Stanton)	Scott)
Cárdenas	Lawson (FL)	Strickland
(Gomez)	(Evans)	(Jeffries)
Doggett (Raskin)	Meng (Jeffries)	Swalwell
Frankel, Lois	Payne (Pallone)	(Gomez)
(Clark (MA))	Pingree (Kuster)	Trone (Connolly)
Gaetz (Greene	Rush	Wilson (FL)
(GA))	(Underwood)	(Hayes)
Gonzalez,	Sires (Pallone)	
Vicente	Speier (Scanlon)	
(Gomez)		

PROTECT OLDER JOB APPLICANTS ACT OF 2021

Ms. BONAMICI. Mr. Speaker, pursuant to House Resolution 716, I call up the bill (H.R. 3992) to amend the Age Discrimination in Employment Act of 1967 to prohibit employers from limiting, segregating, or classifying applicants for employment, and ask for its immediate consideration.

The Clerk read the title of the bill.

The SPEAKER pro tempore. Pursuant to House Resolution 716, in lieu of the amendment in the nature of a substitute recommended by the Committee on Education and Labor, printed in the bill, an amendment in the nature of a substitute consisting of the text of Rules Committee Print 117-14 is adopted and the bill, as amended, is considered read.

The text of the bill, as amended, is as follows:

H.R. 3992

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the “Protect Older Job Applicants Act of 2021” or “POJA Act of 2021”.

SEC. 2. PROHIBITION AGAINST LIMITING, SEGREGATING, OR CLASSIFYING APPLICANTS FOR EMPLOYMENT.

Section 4(a)(2) of the Age Discrimination in Employment Act of 1967 (29 U.S.C. 623(a)(2)) is amended—

(1) by inserting “or applicants for employment” after “employees”, and

(2) by inserting “or as an applicant for employment” after “employee”.

The SPEAKER pro tempore. The bill, as amended, is debatable for 1 hour equally divided and controlled by the chair and ranking minority member of the Committee on Education and Labor or their respective designees.

The gentlewoman from Oregon (Ms. BONAMICI) and the gentleman from Virginia (Mr. GOOD) each will control 30 minutes.

The Chair recognizes the gentlewoman from Oregon.

GENERAL LEAVE

Ms. BONAMICI. Mr. Speaker, I ask unanimous consent that all Members have 5 legislative days in which to revise and extend their remarks and insert extraneous material on H.R. 3992, the Protect Older Job Applicants Act of 2021.

The SPEAKER pro tempore. Is there objection to the request of the gentlewoman from Oregon?

There was no objection.

Ms. BONAMICI. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, I rise in support of the Protect Older Job Applicants Act of 2021.

Protecting all workers from workplace discrimination is of the utmost importance. Unfortunately, older workers have disproportionately been affected by the COVID-19 pandemic with more workers over the age of 65 leaving the workforce in 2020 than in any year over the last six decades.

The Protect Older Job Applicants Act of 2021 would help address discrimination older workers face in the hiring process, and it is an especially important step toward helping older workers reenter the workforce as the Nation recovers from the COVID-19 pandemic.

Currently, the disparate impact provision in the Age Discrimination in Employment Act, the ADEA, covers older employees seeking relief from age

discrimination, but not older job applicants. The bill we are considering today would clarify the disparate impact provision and make clear that older job applicants, not just older employees, are protected.

This bill is a commonsense fix to the ADEA that would help protect workers from ageist hiring practices. I urge my colleagues to support this bill.

Mr. Speaker, I include in the RECORD a Statement of Administrative Policy in support of H.R. 3992, the Protect Older Job Applicants Act of 2021.

STATEMENT OF ADMINISTRATION POLICY

H.R. 3992—PROTECT OLDER JOB APPLICANTS ACT OF 2021—REP. GARCIA, D-TX, AND 62 COSPONSORS

The Administration supports House passage of the Protect Older Job Applicants (POJA) Act of 2021. The legislation would amend the Age Discrimination in Employment Act (ADEA) of 1967, which prohibits, among other actions, age-based discrimination in hiring, to specifically prohibit employers from limiting, segregating, or classifying job applicants on the basis of age.

The POJA Act of 2021 provides a critical clarification to support older Americans during recruitment and hiring, ensuring the ADEA's nondiscrimination protections extend fully to older job applicants.

Workplace age discrimination, including at the application stage, prevents people from fully accessing the American dream and limits the contributions that they can make to our shared prosperity. Ensuring equitable access to employment is a priority for the Administration. The Administration supports this legislation that protects older job applicants.

Ms. BONAMICI. Mr. Speaker, I reserve the balance of my time.

Mr. GOOD of Virginia. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, I rise today in opposition to H.R. 3992, the more appropriately named profiting off of older job applicants act.

This, like so many other Democrat proposals, is a trial lawyer payout disguised as a win for older workers. Democrats are addicted to inventing problems that fit their slanted narrative of American life. To liberal Democrats, older workers are vulnerable employees who can't cut it in the modern economy, and that could not be further from the truth. In fact, employment for workers ages 65 and older tripled from 1988 to 2018, the last 30 years, while employment for younger workers only grew by a third.

During that same time, the number of workers aged 75 and older nearly quadrupled. Despite what Democrats may have you believe, there are several existing laws already protecting Americans of all ages against discrimination in the workplace.

One of those legal protections which today's bill would amend is the Age Discrimination and Employment Act of 1967, or the ADEA. It prohibits employment discrimination based on age for job applicants and employees at least 40 years old and up, as it should. Discrimination is wrong. It is immoral, and it must be vigilantly addressed.

But this bill radically expands the definition of discrimination against